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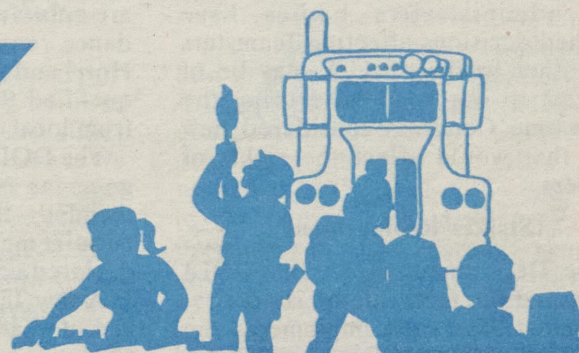
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TEAMSTER CONVOY DISPATCH



VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

August 1995 #143

Teamsters vs. Fat Cats

A recently-released nonpartisan report on the salaries and expenses of Teamster officials shows that our union is on the road to reform, but still has a way to go. Every Teamster should study the facts contained in this issue, so that you will be better informed and also able to judge for yourself where the truth resides in debates about our union's finances.

In the chart compiled on pages 6 and 7, you will find old guard

officials, reform leaders, TDU members and TDU haters. It's a factual, objective study of the "\$100,000 Club."

Old guard officials charge that Ron Carey is wasting union funds by hiring too many "outsiders" at high salaries. Carey in turn claims that he has cut salaries and perks, slashed multiple salaries, and shifted priorities from spending on officials to spending on members. What are the facts?

Old Priorities

In 1991, the last year in which the old guard officials ran the International, there were 89 officials on the International payroll in the \$100,000 club. The International paid them \$7 million. 62 of them received multiple salaries.

That's 89 officials, 62 of them with multiple salaries, paid \$7 million from the International treasury.

New Priorities

In 1994, with the Carey team in office, there were 28 officials on the International payroll in the Club. The International paid them \$2.3 million. 15 of them received multiple salaries.

That's 28 officials, 15 of them with multiple salaries, paid \$2.3 million from the International treasury. That's a savings of \$4.7 million to be used for the members, right off the top.

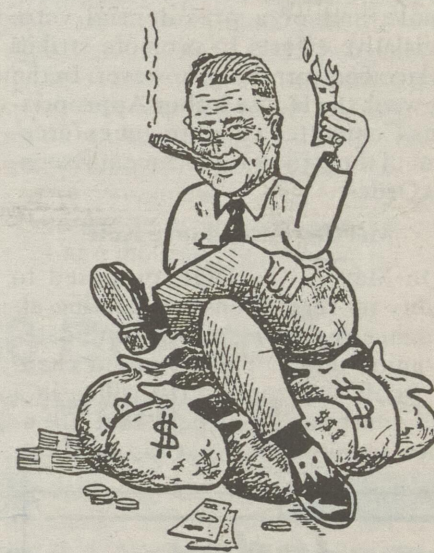
Reform vs. the Fat Cats

But one look at the chart inside shows we have a long way to go. We have a few Teamster officials, such as Frank Wsol and Billy Hogan Junior, who are raking in upwards of \$300,000 per year from working Teamsters. They no longer have access to the

International's coffers, but have porked up salaries at the local and joint council levels.

These are powerful Teamsters who are uniting to run for International office next year. They hope to use their millions to "buy" the election, as some millionaires have done in several national and state political races.

To speed up Teamster reform, and to prevent a rollback, members need to be informed and involved. Read the report inside. Study the issues. And, to help cut the fat and build the muscle in our union, use the form on this page to join TDU.



Who's That Lucky Teamster?
See page 7.

Who Brings You the Facts?

In this issue you can find the salaries and expenses of 145 Teamster officials. Facts, not fiction or propaganda. Old guard and New Teamsters alike. Just the truth and all of it.

Who else would bring you this info but TDU? Nobody, that's who.

You need TDU and TDU needs you. We are only as strong as the Teamsters who join us. \$35 is a small investment in the truth, and in your future. Join TDU today.

JOIN TDU

TDU MEMBERSHIP APPLICATION

Name _____ Local # _____

Address _____

City _____ State _____ Zip _____

Phone (____) _____ Company _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production☐ Other _____ Optional: Spouse's name _____☐ \$35 one-year's membership & subscription to *Convoy Dispatch*.☐ \$85 three-year membership fee. (\$10 shall be rebated to the local chapter.)☐ \$20 for spouses, retirees and Teamsters who gross less than \$17,000 a year.☐ Check or money order☐ Mastercard/Visa # _____ Exp. date ____/____/____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential from employers.

TDU solicits and accepts membership applications and donations only from Teamsters, retired Teamsters and spouses who are not employers.

Teamsters for a Democratic Union

P.O. Box 10128

Detroit, Mich. 48210

(313) 842-2600

This paper is paid for and distributed by concerned Teamsters. We invite you to do your part—join TDU to help improve our union. See application form at left.

Legal and Legislative Update

So far this year a number of courts and administrative bodies have reached decisions affecting Teamsters and other workers which may be of interest to our readers. During the same time Congress considered new laws that would affect the rights of workers.

Striker Replacement

The Department of Labor (DOL) has issued the final rule on striker replacement. This rule implements the President's March 8 Executive Order barring federal agencies from contracting with employers who hire permanent replacements for strikers.

The rule establishes a procedure under which the striking employee or the union may file a complaint with the DOL. An investigation and/or a fact-finding hearing may follow with final determination being made by the Assistant Secretary of Labor.

Employers Continue to Seek Injunction

On June 21 the U.S. Court of Appeals for the District of Columbia overruled a lower court decision rejecting a request from business interests that the court issue an injunction to prevent the DOL from taking action (such as issuing the rule described above) to enforce the Executive Order against the hiring of permanent replacements by federal contractors. The lower court had ruled that the request for an injunction was premature. The higher court reversed this and ordered the U.S. District Court for D.C. to consider the injunction request on an expedited schedule.

Congressional efforts to overturn the order have been blocked, at least so far, by threats of a filibuster in the Senate and of a presidential veto. Legislative efforts to promote striker replacement continue, however. In the last week the House Labor Appropriations Committee voted to gut enforcement of the striker replacement Executive Order.

Meeting Attendance Rule

On May 17 the DOL proposed to modify its regulations on meeting attendance requirements for candidates for union office. The proposed changes would incorporate the ruling in a 1987 court case that held that attendance requirements that disqualify an

unreasonable number of candidates are unlawful. In the 1987 case an attendance requirement in Local 6 of the Hotel and Club Employees Union disqualified 97 percent of the members from local office.

The DOL's proposed changes do not go as far as many unions have recommended—that all meeting attendance requirements for candidates be declared unlawful.

A few Teamster locals have tried in recent years to enforce a meeting attendance requirement on candidates for local office. Such attempts have been routinely overruled by General President Ron Carey.

Alcohol Testing

On June 7 the Court of Appeals for the D.C. Circuit rejected an attempt by the IBT to insure workers' rights under the Department of Transportation's (DOT) alcohol testing rules. The International had sought a ruling that would require that a "split specimen" be preserved for later testing when an alcohol breath test is given and that "reasonable suspicion" testing be done only after two supervisors have observed behavior suggesting intoxication. Similar requirements are part of the DOT's drug testing rules. The court held that, although the Secretary of Transportation could have issued rules containing these greater protections against false test results and baseless suspicion, he was not required to do so.

New Joint Council Upheld

Teamster joint councils 42 and 38, Mike Riley and Jimmy Hammack filed suit against the IBT when it chartered California JC 92. They argued that granting the charter was an attempt to discourage their right of free speech and violated the IBT Constitution.

The court dismissed the lawsuit, noting that the members who sought the new joint council, "did so to disassociate themselves from plaintiffs, which they have a right to do."

The court also found no violation of the IBT Constitution, which does not restrict the number of joint councils that may exist in a city.

The Teamster Election Officer also rejected a case against the new joint council. Old guard officials argued unsuccessfully that JC 92 was set up to aid Carey's reelection campaign.

Meanwhile, in Congress ...

Gutting OSHA

Congressman Ballenger (R-NC)

How to Contact TDU

We want to hear from you. Contact us at the address below for more information about TDU, or to send us articles or letters concerning Teamster-related issues.

National Office: P.O. Box 10128, Detroit, Mich., 48210. (313) 842-2600.

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proposes to eliminate all of the enforcement powers of the Occupational Safety and Health Administration. His bill (HR 1834) would make compliance with job safety laws voluntary. Each year about 55,000 workers die from on-the-job and work related injuries.

Company Unions to Return?

The TEAM Act (HR 743 and S 295) would legalize joint committees in which employers pick the "employee representatives." Basically the idea is to reestablish the company union.

Davis-Bacon Repeal

So far the IBT and others have managed to stave off efforts to attach repeal of the Davis-Bacon Act to other (harder to veto) bills, but efforts to slip this by will continue. Two bills (HR 500 & S 141) to openly repeal the Act are also pending.

Davis-Bacon is the law that requires building contractors who are paid from federal funds to pay the prevailing local wage and provide some proof that they are bona fide contractors. President Bush suspended Davis-Bacon on an "emergency" basis on two occasions, after hurricanes in South Carolina and Florida. Both times this led to massive fraud when phony contractors ripped off home owners and others by taking their Federal Disaster Loan money and then running off without doing the work contracted for.

End Corporate Welfare

One bill supported by the International Brotherhood of Teamsters is HR 1749. This is a bill to repeal the Market Promotion Program provisions of the Farm Bill. Under this program \$1.25 billion in our taxes have gone to giant corporations to buy television ads overseas. Among the pigs who feed at this trough are McDonalds, Friskie's, and strikebreaker Diamond Walnut.

Senators and Representatives can be reached by calling the U.S. Capitol at 1-800-972-3524.

If you have a question regarding your legal rights on the job or in the union, contact TDU. And attend the educational workshops at the TDU Rank & File Convention this October. (See back page.)

TDU International Steering Committee

Co-Chairs:

Dan Campbell, San Antonio Local 657
Joe Fahey, Watsonville, Calif., Local 912
Diana Kilmury, Vancouver, B.C., Local 155
Michael Savvoir, Kansas City, Mo., Local 41

Organizer:

Ken Paff, Detroit

Trustees:

Frieda Burgan, Phoenix Local 104
Mike Caffrey, New York Local 868
Chuck Crawley, Houston Local 988

Members:

Pete Camarata, Detroit Local 299
Patricia Franks, Allentown, Pa., Local 773
Lucio Reyes, Stockton, Calif., Local 601
Tom Rose, Cleveland Local 507
Michael Ruscigno, New York Local 138
Sally Smith, Los Angeles Local 896
Mike Turnure, Minneapolis Local 320

Alternates:

Patrick McBride, Tacoma, Wash., Local 599
Lisa Hopper, Davenport, Iowa, Local 710
Bilal Chaka, Long Beach, Calif., Local 692

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 1994 for one year. Our Rank & File Convention had nearly 600 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

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UPS Reassessment Training Begins in Bakersfield

Dudley Stewart
Local 87, UPS
Bakersfield, Calif.

Reassessment training has begun at UPS. Currently we have completed 24 hours of a scheduled 40-hour training seminar designed to teach full-time and part-time rank and file employees how to train new hires to perform their duties properly. According to the instructors, the reason UPS wants rank and file workers involved in training is to promote standardization of work methods, services and company policy. Additionally, they profess the need to reduce the cost and incidence of work-related injuries.

This all sounds very noble, but the devil is in the details. UPS and the union have widely divergent viewpoints on how people should be trained and how jobs are to be performed. Contractual protections that required years of struggle to attain are important and vital to the rank and file; to UPS they're merely a nuisance.

Instructors in company seminars tend to soft-pedal the right of Teamsters to demand Teamster help in the handling of overweights, grudging-

ly referring to that right as an "option." Teamsters who are invested with the responsibility to train new hires should be instructing them in safe work methods—including their right to insist on Teamster help. After all, aren't these trainees entitled to know that if they hurt themselves handling an overweight they'll be viewed as damaged goods by the company and suddenly find themselves very dispensable?

Another matter which I consider of great importance is the matter of handling C.O.D. money drops. We drivers, under the contract are supposed to request verification of the amount of money as well as the drop itself. Here in Bakersfield UPS has collected more than \$2,000 from drivers who had C.O.D. money mysteriously disappear. The company instructor declared verification "optional." Don't we have a responsibility to instruct our new Teamster brothers and sisters how to contractually protect themselves from UPS's abuse?

Company instructors teach UPS policy, but not contractual rights. We would be naive to believe that UPS all of a sudden is going to seriously urge

new hires to take their lunches and breaks. As Teamsters, however, we should view it as our responsibility to do so.

It appears to me that this entire program needs to be suspended until the material can be reviewed and either approved or rejected by our union. We should not assume that UPS management has suddenly become a credible source of information and Teamsters should not lend themselves to be used as mouthpieces to impart misinformation to fellow Teamsters.

The bottom line in this whole business of Teamsters training Teamsters is that you, as a trainer, lend credibility to a policy that a member of management could never achieve. The policies and methods being outlined in this seminar will not help to reduce work-related injuries, increase continuity of service, or improve our financial security. In fact I see this as extremely divisive—another attempt to divide and conquer our union by getting the rank and file to identify more with UPS policy than with Teamster rights. One of the ways we have to maintain the integrity of our union and our contract is for more

strong union supporters to join these training groups so that we can have some control over what is being taught.

Any time a Teamster employee is told to instruct another Teamster that it is acceptable to violate hard won contract language an immediate grievance should be filed and processed by the local, with a copy sent to the International so they can address these problems as they arrive and not after they have spread nationwide.

Interim Parcel Director Named

Ken Hall, International representative and Charleston, W.Va., Local 175 president, has been named by Ron Carey as interim Parcel and Small Package Director.

Mario Perrucci, former director, has taken a leave of absence from all union posts pending the outcome of charges by the Independent Review Board. (See article page 8.)

UPS & Downs

Bounty Hunting in Louisville.

UPS management has a hard time fathoming the fact that paying part-time workers only \$8 an hour while guaranteeing them no more than 15 hours a week doesn't add up to a whole lot in today's economy. People willing to put up with UPS' abuse for these wages are growing scarcer.

In Louisville, and in other areas where business is booming and employee turnover high, UPS has begun offering bonuses to employees to help recruit part-timers who just might stay awhile. If an employee recommends someone who is hired and stays at least 30 days, each of them could get a \$150 bonus. If the worker stays on, the company will pay additional bonuses of up to \$600 for the referrer and \$900 to the new employee. Management claims the new referral program offers newly hired employees a bonus of up to \$2,700 over a 10-month period. Apparently UPS feels paying bounty for the referral of fresh meat is more cost-effective than treating people with the respect and dignity they deserve as workers.

About 50 management people from Air Group support functions had to work the Next Day Air sort on June 29. Currently, the Next Day Air hub is short more than 400 people.

UPS Halts Ground Service to Mexico, Expands in Asia.

UPS will close its ground links to Mexico, citing "burdensome customs procedures and protectionist regulatory practices" that have made ground service to Mexico too expensive. The action is to take effect July 31, though air service and established UPS service within the country will not be altered.

Meanwhile, UPS plans to invest more than \$130 million over the next five years in Asia and the Pacific region: \$115 million on aircraft, \$3 million on vehicles, \$3 million on buildings and facilities and \$13 million on technology and other service enhancements. Since 1988, UPS has spent \$102 million to acquire and expand operations in Singapore, Hong Kong, Malaysia, Taiwan, Thailand and Australia.

Big New Penney Contract.

UPS has won a \$1 billion, five-year contract from J.C. Penney to deliver all of the orders the retailer ships by air and some that it ships by truck. The new contract is the biggest in the history of the industry, superceding a contract signed by the two companies a year ago that was worth \$160 million over three years. Some feeder drivers have expressed concern that UPS may try to subvert our contract by claiming they cannot meet the new demand because of a shortage of qualified drivers and equipment in areas with a Penney distribution center, and resort to subcontracting.

New UPS work must result in new Teamster jobs. Our union's response must be "a failure to plan on your part does not constitute a crisis on our part." Let's see a little sense of urgency out of the company to assure that UPS Teamsters do these jobs from the beginning.

Teamsters Charge UPS With Unfair Labor Practice

The Teamsters union has filed an amended unfair labor practice charge against UPS for failing to bargain in good faith while continuing to implement its team concept program, a mandatory subject of bargaining. The new charge follows on the heels of a previous charge, adding that UPS has engaged in unfair bargaining by refusing to honor the union's information requests about the structure and training materials for the program.

At the recent (July 10-14) National Grievance Panel hearings the union presented UPS with a comprehensive counter-proposal to protect members from possible abuses of the team concept program by management. The union's proposal focuses on protections that would assure that management does not pit worker against worker in any type of production com-

petition. The union is also concerned about members being asked or required to do supervisory duties such as auditing, evaluating or directing the work of others.

UPS, in turn, failed to present the union with anything close to sufficient information to evaluate their position and has thus far failed to respond to the union's proposal, but, nonetheless, continues to implement.

Likewise, UPS is implementing its program to have rank and filers do new-hire training (this program is being treated separate from team concept) but has failed to provide the union with adequate information to allow for intelligent negotiations.

The Teamsters and UPS are scheduled to meet again on team concept and the training program on Aug. 2.

Local Wins \$2,260 Grievance Over Supervisors Working

Scott Dennison
Local 186 Secretary-Treasurer
Ventura, Calif.

Last year during peak season (Dec. 12 through Dec. 22) management at UPS within Local 186 supplemented the work force by using supervisors. Stewards, drivers, preloaders, unloaders, business agents, myself and even customers documented it with statements and pictures.

The grievance of course deadlocked at both the first and second levels. It was then scheduled for the national grievance hearings in July.

At the national hearing the company claimed, as they always do, that they can perform the work regardless of the situation (unplanned absences, sick calls and vacations). However, the

panel ruled that supervisors performed over 150 hours of work and awarded UPS Teamsters \$2,260, stating that management must exhaust all other options prior to performing the work. Those options include: calling drivers in early to work the preload, having drivers stay late and work the sort, training and qualifying local sort employees to work the preload and/or drive, and training and qualifying preload employees to drive or work the local sort. In most cases management will not exercise any of these options prior to performing the work themselves.

Finally, as stated in Article 3, Section 7 the grievant receives the settlement, not those who are qualified or who were available.

Rebuilding Our Strength in Freight

Convoy Dispatch interviewed Jim Buck, Teamster freight organizing coordinator, in early July.

Buck was a steward for many years in Kansas City Local 41, was an elected delegate to the 1991 IBT Convention, and came off a truck to work for the International union in 1992.

After working in the freight division, Buck moved to the organizing department, where he works with staff organizers, local unions, and rank and file Teamsters to rebuild our strength in the trucking industry.

CD: You're coordinating freight organizing for our union. Let's start with some overview, with facts and figures.

Buck: That's a good starting point. We did a study on the organizing record in freight before Carey came in. The IBT had only organized 262 workers that would impact the NMFA in the previous five years. Now, in the past year, including Overnite, we have organized around 3,800 people in freight in one year. And of the 3,800, 2,800 impact the NMFA. It's not the total answer but it is a damn good start.



Milwaukee Local 200 Teamsters showed their support for Overnite workers.

CD: How would you summarize where the Overnite organizing drive is now, including strengths and weaknesses?

Buck: The recent actions by the NLRB, that forced Overnite to possibly make some settlement, is a current strength. We have moves by the NLRB for bargaining orders at 10 terminals, and that could go as high as 17. If we would get those orders to bargain with the Teamsters union at 17 terminals, coupled with all the terminals we've already won, we would represent over 3,000 Overnite workers. And we're going to organize more.

CD: What about the terminals that have voted union? There is a problem in organizing drives ... you build to a peak and win the election but then as time goes by, the company is working on them every day. Are we retaining our strength in the already-organized terminals?

Buck: We have a comprehensive plan to keep them involved. Miami comes to mind as a good example. The workers and Teamster volunteers are involved on a daily basis. The NLRB actions are very important but we cannot lose sight of organizing in the ter-

minals. We've done surveys with the workers, and had a pretty good response. The next step is to go with unilateral change committees in each location, bargain on any of those changes. Of course, we have to rely on local unions; the International union cannot do it alone.

CD: Given that there's only so much staff and money to go around, what are the International's organizing priorities?

Buck: The General President, Ron Carey, has given freight organizing the top priority in this union. We all know that we must increase our leverage at the bargaining table. Keep in mind that this is membership driven. Where it's working, it's because of volunteer organizers, Teamster members. Members at the gates, doing visits, befriending Overnite employees. The Volunteer Organizing Committee (VOC) has been the success, and I want to give the credit to Teamster members, and of course to the Overnite workers themselves.

I want to use even more project staff, meaning Teamster members who take a short leave of absence from their employer (allowed in our contract) to work full time on a particular drive.

CD: Looking into the future, say, beyond 1996, what would you like to see for organizing?

Buck: My vision is to see more resources, not only the International, but local unions put more resources into organizing. Is it possible in this day and age to organize? It is.

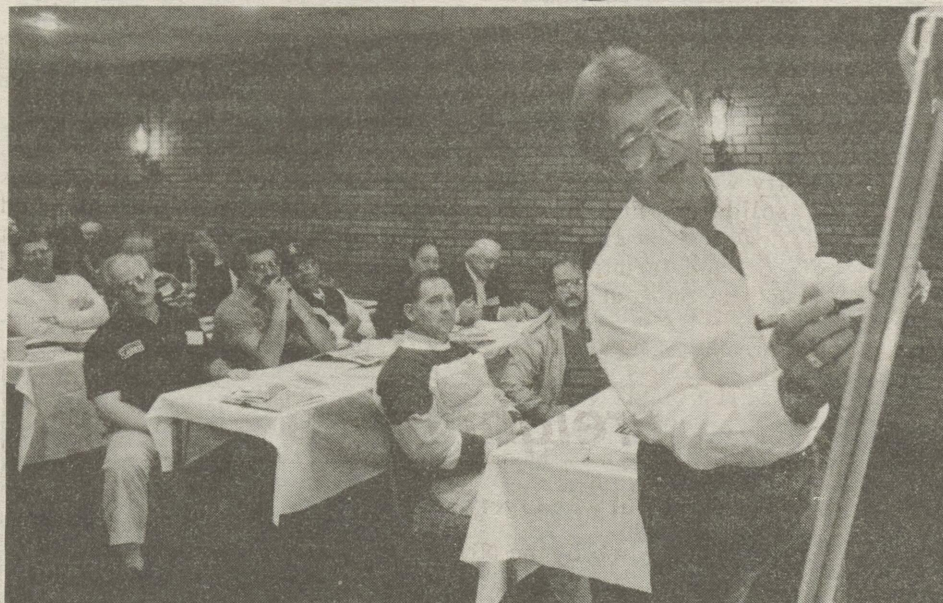
I think this union has to be driven by organizing, because organizing is the only way we can stabilize these industries. It is the lack of exactly that in the past which has caused our membership loss, industry standards slipping, the lack of leverage while negotiating. I know that's certainly true in the freight industry.

I would like to see the expansion of organizing not only on the International level but also on the local levels. We have found, doing these organizing seminars with local leaders, that only a very small percentage of their budgets go toward organizing; in some cases only one percent. We think it should be up to about 15 percent. The commitment to spend money to organize has to come from the members and leaders.

We are seeing locals come forward now that like the organizing programs that they are getting involved in. I think they like what they see. After the '96 election, probably the die-hard old guard people will fade and even more locals will get involved in an organizing program.

CD: Freight Teamsters definitely like what they see in terms of organizing. But we hear that we need to go after the double-breasted companies, which in some cases, such as the Conways, are thriving. What do you see happening there?

Buck: That is the thinking



Teamster freight organizing coordinator Jim Buck leads a meeting at the 1994 TDU Convention in Chicago.

throughout this union. Remember that we cannot just pick targets. We did not pick Overnite. We have been in the field building the VOCs, and leafletted some 20 different companies, including the double-breasted subsidiaries. And Overnite workers, with our Teamster members, picked themselves and we have gone with it and now have some success to build on. As a result of this campaign we now have Teamster members with experience in organizing, too. The second part of the answer is that we are now going to be making a move at some of those companies.

"We can build this union in freight and across the board. We have already started."

CD: The freight carriers continue to push hard on our union. CF's big change of operations in the works now puts it out front. And the employers have targeted Carey; in fact, during the freight strike, TMI sent a letter to every Teamster attacking Carey and calling for "responsible" Teamster leadership, a code word for the old guard group. They in turn have targeted freight members, with the companies' backing. Overnite's company newsletter said that the son of Jimmy Hoffa, who went to prison for jury tampering, disagrees and says that the freight agreement was a substandard agreement. Is this having an adverse effect on organizing?

Buck: Certainly, it impacts all organizing drives. It's easy to sit around and second guess and criticize, but until we organize there is no leverage, and that's the bottom line.

As far as affecting the members, maybe some but very little. Most Teamster members are intelligent and have said for years we need to put resources into organizing in freight, and especially the double-breasted subsidiaries. They're willing to get involved where local unions provide a way, and the International provides the strategy and coordination.

CD: Some old guard officials say they know how to organize, but Carey doesn't.

Buck: The fact is, history has shown us, these people haven't done anything for 20 years, and now they have all of the answers. What makes us think they'd change anything? When I hear the quotes from some people—let's go back to the multiple salaries, reinstall the conferences—I know where they want to go: backward. We have a very serious problem in America today. Ron Carey has taken this problem on. The remedy doesn't happen overnight, and I think that's hard for some members to accept. Certainly it hasn't happened as fast as I have wanted it to, but if we continue the programs we have started, we can change these numbers, we can stabilize not only the freight industry but many other industries.

We can build this union in freight and across the board. We have already started.



I'll Be There

**Jerry Jewett
Local 957, ABF
Dayton, Ohio**

I will definitely be at the TDU Convention in October.

If you don't want to see our union go back to the old guard, with their mob and employer supporters, you'd better be there too.

FREIGHT, GROCERY NEWS

Teamsters Unite to Say No

CF Tries to Steal Jobs, Protections

On Aug. 1-2 the biggest and meanest proposed change of operations in the freight industry will be heard in St. Louis. Consolidated Freightways proposes to downsize by eliminating some 1,100 jobs, and to introduce a sleeper system that would gut seniority and job protections.

Across the board — members, locals, and the International — our union is opposed. The International union has responded to CF with a major demand for detailed information, to ferret out a connection between downsizing and diversion to the Conways.

Just last year CF told us in dog-and-

pony shows and videos about their plan that would take us into the next century and allow CF to make a profit and grow. Now that plan is in the dumper and a new one is hatched. Will there be a new corporate brainstorm in another few months?

Under the contract CF has always had a right to determine its domiciles, use sleeper operations, and even to downsize. But we have a right to protect our members, our contract, and our future. And that's what we have to do.

All local unions, stewards and members (dock and drivers) should be well represented, in force, in St. Louis to speak with a strong and united voice. Some of the problems with this proposal and the protections we need that will be brought up there include:

- Their proposal for a massive change to sleepers should be denied. They should be prevented from running any sleepers over road operations, and all operations should have clearly defined primary runs. As written, we would have no seniority or work preservation.
- There should be national protection for sleeper work rules, with limits on lengths of trips, VIA drops and pick ups, etc. No change should be approved without a full range of protections.
- There will be layoffs with this change. There should be no railing over any domicile (or closed

domicile) where there are layoffs. And everyone laid off — dock and road — should be guaranteed recall rights for five years on a nationwide scale, not just in their supplemental area. (The largest proposed closings are in small supplemental areas: Central Pennsylvania and New England.)

- Our contract has a good clause, inserted in the 1994 bargaining, to protect drivers at gaining terminals from "adverse affect" in an inter-modal change, as was made last year. Yet CF has refused to abide by that clause and pay. No change should be approved without all payments made, and clarity so we can have full protection for all drivers' income.
- In fact, the last change was a sham. As Mark Serafinn, President of Illinois Local 722 (Peru breakbulk) put in a letter to stewards: "The problems of the last change of operations have not been settled. The Article 29 grievances for work protection have not been paid by the company yet. Why should a new change be heard until the last change is worked out?"

The company is saying if they don't get this change, their downsizing could be even worse. But if they do get it, we have no guarantee they won't cut more anyway. And we will have given away contract protections that we fought for over the years and struck for just a year ago. Teamsters: unite and say No.

Freight Lines

National Legal Victory at Overnite.

The national legal action by the NLRB for an federal injunction against Overnite has led to a settlement. The outcome is a major victory for the Teamsters and Overnite employees fighting for the right to unionize.

The settlement covers a wide range of Overnite's illegal activities. Some of the important elements include:

- Employees can continue to organize for a union, without being intimidated, and now will have their rights protected by a federal judge.
- Over 400 employees who were denied raises because they supported the union will now get the raises and full back pay.
- Hundreds of Overnite officials will now face hearings in federal court and contempt charges if they break the law.

The settlement means Overnite was caught breaking the law, and didn't want it all to come out in federal court. The Teamsters union was not a party to the settlement, as the union was holding out for even more.

Besides the court order, the NLRB has moved for bargaining orders at 10 terminals with more to come, perhaps as many as 17. If these bargaining orders come through, over 3,000 Overnite employees will be represented by the Teamsters. Presently the number is 1,600.

Now workers at other terminals who want to go Teamster can do so with new protections in place.

TNT To Launch Truckload Carrier.

TNT Freightways is launching a new subsidiary — Comet Transport — to haul truckload freight nationwide. Comet, scheduled to open in September, will link TNT's six regional LTL carriers. Previously truckload carriers such as Schneider National have performed this work for TNT.

TNT Red Star in the East and TNT Holland Motor in the Midwest are the fully unionized carriers in this system. Both are covered by the NMFA and are profitable operations.

ABF Plans to Acquire Carolina.

ABF made an offer in early July to buy all outstanding shares of WorldWay Corporation, the parent of Carolina Freight. ABF plans to merge Carolina into the ABF system, to increase freight volume and density. The deal is not final at press time.

If ABF's offer goes through, Carolina and ABF will merge into one operation, and Teamster members' seniority rights will be taken to a change of operations hearing. Dovetailing would prevail under our NMFA.

Worldway has several other subsidiaries in addition to Carolina. GI Trucking is used to move freight to and from the West Coast. This nonunion carrier would probably be sold or closed, as ABF operates nationwide. Another nonunion subsidiary, Red Arrow, raises questions that have not yet been answered.

Carolina's pending change of operations has been put on hold, at the request of the International, so that employees would not move just prior to a major reorganization. The company agreed to hold it temporarily.

Stocks of both companies went up sharply with the announcement. For Teamsters, the news is mixed. Carolina has been a shrinking and marginal operation, so the merger could be seen as a blessing. But with lots of duplication in their operations, layoffs as a result of the merger seem quite likely.

Churchill Billing Former Customers.

Defunct carrier Churchill Truck Lines has been sending "payment due" bills to former customers, saying that it undercharged for shipping services in 1993 and 1994 and sought to collect the difference. Thousands of companies have received such bills and are considering a class-action lawsuit to stop them.

Controlling Warehouse Productivity Systems

Computerized productivity systems are well established in warehouses, particularly in the grocery industry. Teamster employers like the Kroger Co. have been using productivity consulting firms such as Gagnon for over a decade. Our union is just now meeting the challenge of these new productivity systems which have forced our members in the industry to perform like industrial athletes in order to meet the standards of the system.

Getting rid of productivity systems in the grocery warehouse industry is about as likely to happen as the end of the assembly-line in the auto industry. But an aggressive union can put monitors and controls on the system to ensure that it is fair and humane. The Teamsters Warehouse Division has begun to do that and is making those tools available to all local unions.

Industrial Engineer Study

The first step to getting a handle on productivity systems is to have our own industrial engineers study the system in terms of health and safety, time standards and design. The IBT Warehouse Division has brought on John Krennek, an industrial engineer and expert in the

field of warehouse time standards, to conduct audits and studies of grocery warehouses around the country.

The information provided by a study by an industrial engineer can be critical to a local union that wants to do something about these productivity systems. Many locals have already taken advantage of this new resource and we are finally beginning to fight back against the unfair aspects of the system as a union.

Steward Training Is Key

Even if the International union had 30 industrial engineers, our union would not be able to adequately control these productivity systems. The key ingredient to union power in the grocery warehouse industry is an educated and aggressive rank and file. The tools of how to monitor productivity must be in the hands of activists on the shop floor. Any attempts to speed up orders during holiday weeks or other peak seasons can be detected by stewards trained in how to audit the system.

Contact TDU for more information on the program of responding to warehouse productivity systems.

Multiple Salaries Fall with Area Conferences

Teamster Reform Trims Fat

The fat cats are on the run, but fighting back. That's the short answer on where the long battle to reform our union's budget priorities stands.

This year's report on the salaries and expenses of Teamster officials is out, and shows that 145 officials made over \$100,000 in total compensation and \$85,000 or more in salary. This is down from 178 last year, and down from 189 in 1991, the last year the old guard officials ran the International.

In just one year, the total compensation for the "\$100,000 Club" is down by \$3.5 million, from \$23.4 million to \$19.9 million, the largest reduction in fat ever recorded in the 15 years the studies have been done.

The study was done by the Teamster Rank & File Education and Legal Defense Foundation, based on analysis of hundreds of financial reports filed by union affiliates with the U.S. Department of Labor and the I.R.S. The figures are for 1994.

The nonpartisan study includes officials irrespective of where they stand politically. It includes elected officers and appointed staff; hard working, dedicated Teamster leaders, and those who inherited posts.

The facts confirm reform trends that we've seen: Ron Carey and rank and file Teamsters are working to reorient our union priorities toward organizing, education, and membership service, rather than luxuries for top officials.

Carey has cut his own salary and lowered top salaries at the IBT sharply. Only 11 percent of the money paid to club members came from the International, which is quite a change from the past. Carey's moves against corruption also have taken a bite out of the club. More locals have been put into trusteeship, including locals that were paying their officers \$200,000 a year.

Area Conferences: Multiple Salaries

In June 1994 the elected General Executive Board (GEB) voted to abolish the four U.S. Area Conferences, a move that drastically cut into multiple salaries. Because it happened in mid-year, the results show up on this study as partial, but it is still the largest single reform factor of the past year in reducing fat at the top.

In just one year (from 1993 to 1994) the number of club members with a salary from the area conferences went from 47 down to 27, with aggregate payout going down from \$2.3 million to \$.6 million. That's a savings of \$1.7 million in just one year, by cutting multiple salaries for Billy Hogan Jr., Mike Riley, Anthony Rumore, Chuck Mack and dozens of other fat cats.

Just over a year ago, these people were up in arms over the move to revoke the charters of the conferences. This new study shows just why they

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Name	City	Salary	Total Comp.	Affiliates	Name	City
Frank Wsol	Chicago	\$391,129	\$399,418	JC 25, L 710	Kenneth Hester	Chicago
James Ramirez	Chicago	283,492	290,262	L 710	Jim Roberts ¹	Butte, Mo.
William Hogan Jr. ¹	Chicago	233,373	266,748	CCT, JC 25, L 714	Phil Young	Kansas C.
Joseph L. Bernstein	Chicago	201,463	207,058	JC 25, L 781	Chuck Mack ¹	Oakland,
Tom Sever	Jeannette, Pa.	200,000	236,717	Intl.	Joe R. Campbell	Los Ange
Robert Simpson Jr. ⁵	Chicago	198,487	221,450	Intl., JC 25, L 743	Jerry Laird ¹	Sacrame
John T. Coli	Chicago	189,584	194,368	L 727	Joseph Galli ¹	St. Louis
Michael J. Riley ¹	Los Angeles	189,337	248,466	WCT, JC 42, L 986	Louis Didio	New York
Michael Coli	Chicago	180,208	183,500	L 727	Thomas M. Rosano	New York
Robert T. Bernstein	Chicago	179,065	185,356	L 781	Edward P. Polster	St. Louis
John Morris	Philadelphia	178,594	197,569	Intl., JC 53, L 115	John J. O'Keefe ³	New York
Patrick W. Flynn	Chicago	178,220	199,488	L 710	Howard Redmond	New York
Carroll Haynes ²	New York	175,418	175,418	L 237	Stephen Mack ¹	Oakland,
Joseph Pecora Jr.	Mountainside, N.Y.	174,752	183,581	JC 73, L 863	Jerry Vincent ¹	Louisville
William Arnold	Los Angeles	172,886	174,106	L 396	Norris Jackson ²	New York
Edward Doyle	Elmsford, N.Y.	172,289	196,845	L 456	Anthony Cousimano	N. Hollyw
Thomas F. O'Donnell	Lake Success, N.Y.	168,677	185,315	Intl., L 817	Christine Schweitzer ³	Los Ange
James M. Hogan	Chicago	167,540	186,658	L 714	Allen Stanford	Dallas
Louis Lacroix	Montreal	165,153	168,535	Intl.	Angelo Martin	New York
Anthony Rumore	New York	164,200	178,984	JC 16, L 812	Thomas J. O'Donnell	Lake Suc
Louis Partenza ²	New York	158,828	158,828	L 237	Harold Yates ¹	Minneap
Bernard Doyle	Elmsford, N.Y.	158,171	168,224	L 456	Randy Cammack	Los Ange
Joseph A. Padellaro	Andover, Mass.	156,485	163,428	Intl., L 686	Robert Winstead	Louisville
Anthony C. Lock ¹	Seattle	152,667	172,066	WCT	Jerry Vercruse	Los Ange
Ron Carey	New York	150,000	163,756	Intl.	Angelo DeAngelis	Elmhurst
Leo Reed	Los Angeles	149,418	167,344	JC 42, L 399	Bruce Presley	Akron, O
T.C. Stone	Dallas	146,000	162,669	Texas Conf., JC 80, L 745	Joseph Bennetta	Bridgepo
Lon E. Fields Sr. ¹	Louisville, Ky.	144,246	150,417	CCT, Ky.-W.Va. Conf., JC 94, L 89	Robert Morales	San Fran
Roosevelt Allen	Los Angeles	143,067	144,370	L 396	Jimmy Carrington ^{1,5}	Memphis
Anthony J. DiGrazia	Chicago	143,000	156,164	L 781	Clarence E. Spoon ^{1,3}	San Dieg
Jack Cox	Los Angeles	142,480	164,117	L 572	Richard Fraizer	N. Hollyw
Lester Singer ¹	Toledo	140,694	163,878	CCT, Ohio Conf., JC 44, L 20	Clara Day	Chicago
Robert Pavolka ^{1,3}	Seattle	138,695	146,952	WCT, JC 28, L 599	Sam Matyas	Chicago
Robert Barnes	Waukegan, Ill.	135,909	143,026	JC 25, L 301	Elijah Buffington	Chicago
Joseph Tramontana	Mountainside, N.J.	132,600	139,380	L 863	Chester Glanton	Chicago
Robert DeRusha	Boston	129,585	145,010	Intl., JC 10	Jerry Broadus	Chicago
Robert N. Falco Sr.	Chicago	126,936	144,519	L 710	Gary D. Dixon ^{1,3}	Seattle
Andrew Trause	Union, N.J.	126,710	151,784	L 97	John Hohmann ^{4,5}	New York
C. Sam Theodus	Cleveland	126,075	135,071	Intl., L 407	Lawrence McDonald	Washing
Daniel Mariano Jr.	Mountainside, N.J.	124,800	135,459	L 863	Kenneth Hollowell	Detroit
John Braden	Mountainside, N.J.	124,800	130,408	L 863	Robert Eliser	Youngsto
Anthony Cannestro Sr.	Miami	123,200	128,050	Ga.-Fla. Conf., L 769	Melanie Cuebas ²	New York
John Ferrara	Jamaica, N.Y.	123,200	129,094	L 522	James Santangelo	El Monte
Vincent Trerotola ^{2,4}	New York	122,664	122,664	L 72, L 858	R. Jerry Cook ^{1,3}	Atlanta
Charles L. Gauwitz	Peoria, Ill.	121,621	136,149	JC 65, L 627	Paul Renaud ¹	St. Louis
James Gualtiere	Los Angeles	121,423	135,353	L 572	George Stofsky	New York
Fred Gegare ¹	Green Bay, Wisc.	121,259	131,145	Intl., CCT, JC 39, L 75	Leroy Salido	Hayward
John Neal ¹	Indianapolis	120,667	130,133	CCT, Ind. Conf., L 135	Jack Powers	Stratford
Anthony Judge	Chicago	120,625	125,254	JC 25, L 706	Richard Hammond ⁴	Houston
Anthony Buonpane	New Haven, Conn.	120,575	147,289	JC 64, L 443	Eddie Kornegay Jr. ¹	Washing
Dan Darrow ¹	Akron, Ohio	120,181	132,241	CCT, Ohio Conf., JC 41, L 348	Dennis Skelton	St. Louis
Judith A. Scott	Washington, D.C.	120,000	129,213	Intl.	John Metz	St. Louis
Richard A. Smith	Chicago	120,000	126,835	L 781	Thomas Leedham	Portland,
James A. McCall	Washington, D.C.	119,941	120,301	Intl.	Ernest Tusino	Worceste
Walter Engelbert	Portland, Ore.	119,903	129,988	JC 37, L 670	R. Aaron Belk	Washing
James Dawes	Chicago	119,481	126,412	JC 25, L 710	Doug Mims	Atlanta
Charles Rogers	Dallas	119,100	131,361	JC 80, L 745	Robert Muehlenkamp	Washing
Robert Meidel	Chicago	118,765	137,224	JC 25, L 734	Tom Gilmartin Jr.	S. Winds
David Laughton	Manchester, N.H.	118,250	138,253	Intl., Brewery Conf., JC 10, L 633	Anthony Catenaro	Newark,
Richard C. Bell	Washington, D.C.	117,561	121,126	Intl.	Donald Dileo	Newark,
Frank Vasfallo ²	Union, N.J.	117,240	141,327	L 97	Kurt Larsen	Los Ange
Mario Perrucci	Hillside, N.J.	116,014	183,342	Intl., JC 73, L 177	George Valeri ³	Worceste
Edward Mireles	Orange, Calif.	115,909	124,496	L 952	Robert Riley	Chicago
Ralph Torrisi ¹	San Jose, Calif.	115,760	128,930	WCT, JC 7, L 296	Gerald Blinkhorn	Providen
Jon Rabine ¹	Seattle	115,373	127,447	WCT, JC 28, L 763	Alphonse Rispoli Jr.	Mountai
Lawrence Brennan ¹	Detroit	114,470	133,518	CCT, JC 43, L 337	John Torregrossa	Wayne, M
Robert Molina	Los Angeles	113,900	120,649	L 63	Bill Bounds	Danville,
Raul Lopez	Los Angeles	113,026	125,575	L 396	James Boyajian	Providen
Val Fiorillo	Mountainside, N.J.	112,300	124,511	L 863	Rickey Blaylock	Washing
David Morris ^{1,5}	Minneapolis	110,921	112,320	CCT, JC 32, L 320	Marvin L. Griswold	Los Ange
Barbara Reynolds	Chicago	109,914	109,914	L 705		
Preston Ketchum ³	San Antonio	109,546	137,202	Texas Conf., JC 58, L 657		
Frank Carracino ^{1,2}	Union, N.J.	108,167	111,489	ECT, JC 73, L 575, L 97		
Gerald L. Hood	Anchorage, Alaska	107,866	127,261	L 959		
Joseph Mangan ^{4,5}	New York	107,311	111,074	JC 16, L 807		

City	Salary	Total Comp.	Affiliates
Chicago	106,948	115,211	L 743
Butte, Mont.	106,680	133,829	Intl., WCT, L 2
Kansas City	106,070	109,217	Mo.-Kans. Conf., JC 56, L 41
Oakland, Calif.	105,223	121,631	WCT, JC 7, L 70
Los Angeles	105,120	111,925	L 598
Sacramento, Calif.	104,104	117,714	WCT, JC 38, L 857
St. Louis	104,004	109,828	CCT, JC 13, L 688
New York	104,000	112,980	L 812
New York	104,000	111,896	L 812
St. Louis	103,848	118,450	L 6
New York	102,695	112,627	JC 16, L 707
New York	102,654	103,203	L 804
Oakland, Calif.	102,296	119,826	WCT, L 78
Louisville, Ky.	102,178	117,058	CCT, Ky.-W.Va. Conf., JC 94, L 783
New York	101,503	109,903	L 237
N. Hollywood, Calif.	101,010	116,824	L 399
Los Angeles	100,647	122,364	L 896
Dallas	100,350	110,054	L 745
New York	100,050	102,124	JC 16, L 210
Lake Success, N.Y.	100,000	109,417	L 817
Minneapolis	99,752	115,162	CCT, JC 32, L 120
Los Angeles	99,750	110,171	L 63
Louisville, Ky.	99,438	102,791	Ky.-W.Va. Conf., JC 94, L 89
Los Angeles	98,290	112,016	JC 42, L 630
Elmhurst, N.Y.	97,944	120,010	L 875
Akron, Ohio	97,702	109,199	L 497
Bridgeport, Conn.	97,625	116,972	L 191
San Francisco	96,436	113,663	JC 7, L 350
Memphis	96,055	116,183	SCT, JC 87, L 667
San Diego	96,015	108,378	Intl., WCT, L 36
N. Hollywood, Calif.	95,878	109,076	L 399
Chicago	95,640	106,848	L 743
Chicago	95,640	105,560	L 743
Chicago	95,640	101,380	L 743
Chicago	95,640	101,203	L 743
Chicago	95,640	100,938	L 743
Seattle	95,471	112,862	Intl., WCT
New York	95,147	102,610	L 807
Washington, D.C.	95,000	161,415	Intl.
Detroit	94,789	106,763	CCT, JC 43, L 247
Youngstown, Ohio	94,588	108,484	Ohio Conf., JC 41, L 377
New York	94,455	101,455	L 237
El Monte, Calif.	94,320	114,311	JC 42, L 848
Atlanta	94,210	112,608	SCT, L 528
St. Louis	94,017	106,560	CCT, JC 13, L 682
New York	93,600	100,982	L 805
Hayward, Calif.	92,906	105,221	JC 7, L 78
Stratford, Conn.	92,783	126,216	JC 64, L 1150
Houston	92,480	171,153	Texas Conf., JC 58, L 988
Washington, D.C.	92,271	101,378	ECT, L 922
St. Louis	92,150	132,590	Intl.
St. Louis	92,080	107,127	Intl., Mo.-Kans. Conf., JC 13, L 610
Portland, Ore.	91,949	103,971	Intl., JC 37, L 206
Worcester, Mass.	90,675	106,432	JC 10, L 170
Washington, D.C.	90,000	128,965	Intl.
Atlanta	90,000	109,436	Intl.
Washington, D.C.	90,000	103,664	Intl.
S. Windsor, Conn.	90,000	102,705	Intl., L 559
Newark, N.J.	88,972	102,925	JC 73, L 194
Newark, N.J.	88,581	100,908	JC 73, L 408
Los Angeles	88,344	100,005	L 630
Worcester, Mass.	87,489	104,738	L 170
Chicago	86,573	109,771	L 714
Providence, R.I.	86,549	103,332	L 251
Mountainside, N.J.	86,300	100,787	L 863
Wayne, N.J.	86,195	103,603	L 945
Danville, Ill.	86,100	108,444	JC 65, L 26
Providence, R.I.	85,779	102,936	L 251
Washington, D.C.	85,000	130,491	Intl.
Los Angeles	85,000	115,716	Intl.

Teamster Reform Trims Fat

continued from page 6
fought so hard to keep them.

Members Lead Reform Process

Reform is not all coming from Ron Carey; far from it. Rank and file action at the bottom is cleaning out waste at the top. Through local union elections, local union bylaws reform, and through exposing the fat cats and making it politically hot for them, the TDU movement is pushing reform forward.

Some people on this list, such as Preston Ketchum from San Antonio Local 657, Jerry Cook from Atlanta Local 528, or Paul Renaud from St. Louis Local 682, will not be on it next year. These are examples where local union elections or bylaws reform have changed the salary structure for the officials.

IBT Convention: The Turning Point

We are fighting for reforms to make membership priorities number one. This gets in the way

of the men who plan to become millionaires and pass on top union jobs from fathers to sons.

They've been on the defensive but are now uniting to take back the IBT next year. They are aiming at the IBT officers election, and also the IBT Convention which is one year away.

That IBT Convention will be a turning point. Delegates there will debate and vote on amendments to our IBT constitution to eliminate multiple salaries, and restore our strike fund. They will also vote on old guard proposals, such as restoring multiple pensions, and reducing the power of the International president to combat corruption.

We urge all members to get involved in the delegate election campaigns to ensure that reform delegates are elected. We need delegates who will represent the interests of working Teamsters, not the fat cats.

If you agree, you should join TDU. Your contribution of \$35 and your support will help make it happen.

Frank Wsol: That Lucky Teamster

"Wonderful! That means the members think I deserve it!"

That's how Local 710 Secretary-Treasurer Frank Wsol reacted when *Convoy Dispatch* informed him that he is the Lucky Teamster for 1995. Wsol bagged \$399,418 last year, making him the highest paid Teamster official by over a \$100,000 margin.

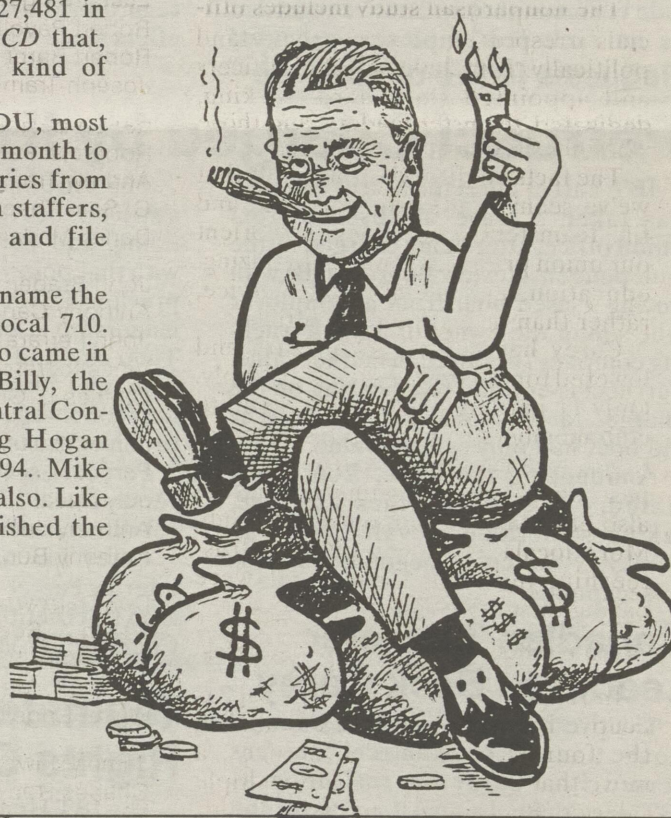
Wsol also took the "most improved" category, when he raised his own salary by over \$200,000 in one year, without any change in his position. Wsol pays himself a salary of \$363,648 a year from Local 710 and picks up some pocket money (\$27,481 in salary) from the joint council. Wsol told *CD* that, "The members allow me to make that kind of money."

Over a hundred Teamsters contacted TDU, most by phone, to respond to our challenge last month to "Name that Lucky Teamster." We had entries from International officers, TDU leaders, union staffers, old guard supporters, and mostly rank and file Teamsters.

Some Teamster members did accurately name the Lucky Teamster, including several from Local 710. But many more guessed Billy Hogan Jr., who came in third place this year. Unfortunately for Billy, the General Executive Board abolished the Central Conference bureaucracy, which was paying Hogan \$150,000. He still bagged \$266,748 in 1994. Mike Riley (last year's winner) got a lot of votes also. Like Billy, he lost ground when the GEB abolished the Area Conferences; he was paid \$175,000 by the Western Conference.

Both Hogan and Wsol are running for International office on the Hoffa-Hogan ticket. If successful, Wsol may be able to get his salary up to \$500,000, which would be even more "wonderful."

In second place is James Ramirez, also of Local 710, who got \$290,262.



This chart lists Teamster officials and staff who had total compensation of at least \$100,000 and also salaries of at least \$85,000 during 1994.

This information has been compiled and analyzed by the Teamster Rank & File Education and Legal Defense Foundation (TRF) from hundreds of LM-2, LM-3 and IRS Form 990 reports. Total compensation includes salaries, bonuses and expenses from affiliates, but does not reflect other income such as pension funds, free cars, etc.

KEY: Intl. = International Union, ECT = Eastern Conference, CCT = Central Conference, SCT = Southern Conference, WCT = Western Conference, JC = Joint Council, L = Local Union.

LM-2 REPORTS AVAILABLE FROM TDU. If you would like to receive the LM-2 report for your local, contact the TDU office. Free to members, others please include a donation.

FOOTNOTES:

1. Received a salary from one of the Area Conferences; as of June 1994 those bodies have been abolished.
2. Local unions consisting only of public employees are not required to file LM-2 reports. Salary figures here are based on other information sources. Expense figures not available for such locals.
3. Retired, resigned, terminated by the International, or voted out of office.
4. Compensation based in part on 1992 or 1993 reports. 1994 figures not available.
5. Removed or suspended from office due to union charges, action taken by the Independent Review Board or Ethical Practices Committee, or due to local union being placed into trusteeship.

INSIDE OUR UNION

Election Rulings in Houston, Rockford

Old Guard Officials Guilty of Intimidation

Teamster Election Officer Barbara Zack Quindel has found that old guard officials engaged in acts of intimidation to stifle participation in the Teamster election process, including filing election protests.

In both cases, Quindel ordered **TDU Motion Prevails**

Election Officer Amends Rules

On July 6, Teamster Election Officer Barbara Zack Quindel submitted a report to Judge Edelstein regarding the Election Rules, and at the same time amended the rules to protect the right of any Teamster to contribute to campaigns for delegate or IBT officer. The rule change came in response to a motion from TDU.

The rules will now include: *"Nothing herein shall prohibit any candidate from accepting contributions made by any member, providing that the contribution comes solely from the member as an individual, and not from any entity which constitutes an employer."* This rule means that if a Teamster owns a side business, they will not be regarded as an excluded employer, provided

Requests Leave of Absence

Perrucci Charged by IRB

IBT Parcel Director Mario Perrucci has taken a leave of absence from union office, after being charged by the Independent Review Board (IRB) with buying a used boat from an employer (the son of the owner of a small trucking company) at less than market value. Perrucci is entitled to a hearing on the charges, and claims that the 10-year old boat had only salvage value.

Announcing the leave, Ron Carey stated, "If these charges are true, taking something of value from an employer the union negotiates with is unacceptable."

Canadian Teamster Leader to Back Carey

The president of Teamsters Canada, Louis Lacroix of Montreal, has endorsed Ron Carey for reelection as IBT president. Joining Lacroix in the endorsement are other top Canadian Teamster officers.

Lacroix and Charles Thibault serve as International vice presidents, having run unopposed in 1991, allied with the old guard R.V. Durham slate. But Canadian Teamster leaders have found in Carey a progressive labor leader who has respected their demand for autonomy.

The great majority of unionists in Canada are now in separate Canadian unions. Teamsters to the north have demanded the right to chart their own destiny while operating in solidarity under a united Teamster umbrella. Carey is supporting an amendment to the IBT Constitution to institutionalize that autonomy and democracy.

remedies that include a requirement that the violators sign a code of conduct and post it in all shops in the local for at least 30 days.

The decisions are among the first rulings issued under the Election Rules which govern the delegate elections in

that they donate as an individual.

Under the rules and federal law, no employer can contribute to any candidate.

TDU sought the clarification so that all Teamsters can participate in the election process, and that candidates can solicit donations from Teamster members, without tracking who might also own a business on the side.

The Department of Labor's interpretation argued for the previous rule, but legal arguments and precedents cited by TDU were found to be more persuasive.

The Election Officer rejected all other parties' submissions to the court regarding the rules, which have been in effect since April 24.

The Carey administration has taken a strict policy on any charges of wrongdoing, and Perrucci's leave is in line with that policy. This contrasts with the previous IBT leadership and old guard leadership at other levels of the union. Their method is to accuse any investigator of bias, hold fund-raising dinners for charged officers, and deny any problem exists.

Perrucci, secretary-treasurer of New Jersey Local 177, has served as the parcel director since 1992.

Carey has named Ken Hall as the interim Parcel Division director. Hall is an International rep and President of Charlotte, W.Va., Local 175.

Teamsters Civil Rights Conference

The IBT Human Rights Commission will hold the first-ever Teamster Civil Rights Conference Sept. 15-17, 1995 in Washington, D.C. The theme of the conference is a familiar one to TDUs: A Strong Union Involves Everyone. The conference provides a chance for Teamsters to gather information, develop strategies, and build networks that will fight discrimination on the shop floor, in our communities, and in our union.

Workshop topics include: organizing minorities and women at work, defending our civil rights, and building community support. Registration costs \$50 and must be received at the IBT by August 10. For more information contact the IBT Civil Rights Conference Office at 202-624-8792.

all locals and the IBT officer election.

Rockford, Ill., Local 325 Secretary-Treasurer Ted Sherman went to a member's place of employment (ABF) to verbally attack him for filing a protest.

Houston Local 988 President Richard Hammond tried to process a bogus charge against a member for filing an election protest. The bogus charge was filed by IBT Vice President Gene Giacumbo, who also was found guilty by the election officer. Giacumbo and Hammond appealed the decision against them, but the Elections Appeals Master affirmed the ruling against intimidation.

Dallas Local 745 Secretary-Treasurer T.C. Stone also had a protest filed against him for intimidation, and

Hoffa's Lies on Finances

James "Junior" Hoffa is living proof of the old saying that "figures don't lie but liars can figure." A good example is a recent campaign article concerning our union finances published in an employer(!) publication, *Heavy Duty Trucking* (June 1995). Let's examine his figures, so you can judge for yourself.

Hoffa Says:

"They say we've cut people who were making multiple salaries, for example, a guy like R. V. Durham, a local union president. But he would also be Health and Safety Director and travel up to Washington, so he would get an additional \$20,000 for the additional job. He was doing two jobs. ... Carey said, 'Well we ended that. I hired a new guy for \$100,000, that's a savings.'"

The Truth

Check the facts: Durham made \$88,872 (plus multiple pensions and perks) from the International in 1991, on top of another big salary from his local. He bagged that much or more from the International for years, until he was voted out in 1991.

Ron Carey ended such double dipping by officials and their relatives. The present Health and Safety Director of the IBT, LaMont Byrd, makes \$65,654 (1994 LM-2 report).

So the truth is that Carey hired a full-time professional for less than Hoffa would pay a part-time, double-

Teamster Women Take Action

Rank and file Teamster women at the IBT's regional women's conference came away with an armload of useful skills, information and inspiration to keep the momentum of the weekend going. They're organizing the Teamster Women's Network as a way to keep communication and solidarity growing among the over 300,000 women in our union.

The network can serve as a way for Teamster women to really get involved in their union through support of or-

ganizing drives, community campaigns, political action, and local union activities.

To be a part of it write to the IBT Education Department, 25 Louisiana Ave, N.W., Washington, D.C. 20001, or call (202) 624-8117.

For those who want to learn more about getting active in preserving Teamster reform by running for delegate to the IBT Convention, local union office, or steward, and more, contact TDU at (313) 842-2600.

that case is going through the legal process.

The violators will show up supporting Junior Hoffa, and are in the forefront of intimidation of members and stifling members' rights under the election rules.

The protests were filed by TDU members, who are in the forefront of protecting members' rights and winning precedent-setting cases under the election rules.

"We intend to continue to educate and involve members in the election process, and to ensure a fair election," TDU organizer Ken Paff reported. Any Teamster who needs help in understanding or enforcing the Election Rules should contact TDU at (313) 842-2600.

Hoffa Says

"We're not going to have 98 International Reps at \$100,000 a year."

The Truth

98 reps at \$100,000 each? Check the facts: the International presently has 52 IRs, most of whom make \$62,500, a figure Carey has frozen for three years.

In 1991, the old regime had 45 IRs (not counting those removed during 1991 for corruption), over half of whom were proven by TDU research to be in the \$100,000 Club. In fact, under the regime Hoffa wants to bring back, the great majority of the reps were simply getting an extra check mailed to their homes, and many were relatives of top officials.

Some of the old double or triple dipping reps will be on Junior Hoffa's slate, such as Billy Hogan Jr. and Chuck Mack. Some were Junior Hoffa's life-long cronies, like Bobby Holmes Jr. of Detroit, who was awarded the job after losing office in his dad's local. Another International rep was Junior Hoffa's foster brother Chuckie O'Brien, who bagged over \$75,000 a year in salary. Will Bobby Jr. and Chuckie be coming back if Junior gets in?

Carey ended those rip offs, and now has full-time reps working for the union.

Pension Reform in Official IBT Plan

The General Executive Board (GEB) approved a plan in June to save hundreds of thousands of dollars each year by reforming a pension plan that covers IBT employees and officers. The reforms reduce top-heavy pensions of officers, but protect the rights of the staff at the IBT, such as janitors, data processors, organizers and Teamster educators.

This marks the third major pension overhaul the elected GEB has made since taking office three years ago. In 1992 they eliminated a top-heavy plan that the old guard officials had set up for themselves called the Equity Plan. (The Equity Plan paid \$5 million in dues money to already rich officials.) Last December they froze all payments and future accrual of benefits into the Affiliates Plan, a multiple pension plan.

Now, for the majority of employees of the IBT, including Ron Carey, the Retirement and Family Protection Plan is the only plan into which payments are being made. It is this plan which is now being reformed, to put union funds to use in building our union, and to bring benefits into line.

Highlights of the reforms include:

- Limiting the lump-sum "bonus." A generous formula allowed rich old guard officials to take huge sums from our treasury. R.V. Durham bagged \$800,000 and Walter Shea got \$1.8 million. Under the new rules, officials in the future will not be able to amass this kind of rip off.
- Changing the rules so officials cannot apply their Affiliates Plan years to increase their benefits from the Family Plan.
- A 33 percent reduction in the top amount of salary for which pension credits will accrue, cutting the salary cap from \$150,000 to \$100,000.
- A plan for reciprocity with Teamster members' pension plans. While the old plan was overly generous at the top, it had no provision for reciprocity with such Teamster plans as the Central States or Western Conference. So a rank and file member who might take a job as, for example, an organizer with the IBT would not be able to use reciprocal rules for a 30-and-out pension. Now the IBT will allow reciprocity for all plans that agree.

The new plan must now be approved by the union representing the staff workers at the IBT.

International VP Tom Gilmartin told us, "They had inflated the lump-sum provision, so we brought that down, as the members would want us to. We have better uses for our union's money." He also noted that, "By implementing reciprocity with Teamster members' plans, we're making it possible for more rank and file Teamsters

to run for International office or work for the IBT."

Look at the pension reform scoreboard. One pension plan for top officials eliminated. One multiple pension plan for officers and staff frozen. And now the fat taken out of the third plan. Not bad.

When Junior Hoffa's friends had the chance, they created and fattened up this pork. What do you think they would do if they got back in?

Rank and File Demand Pension Reform at JC 10 Meeting

"We deserve a 25-and-out now." That message came loud and clear from dozens of rank and file Teamsters gathered at the Joint Council 10 meeting in Boston June 11.

They were there to let their voice be heard on the failure of the New England Pension Fund and union co-chair Ernie Tusino to provide a decent 25-and-out benefit to retiring Teamsters.

Last month, the New England Pension Fund announced benefit changes that fell far short of members' expectations and far below what the hard-won contribution increases by our freight and UPS negotiating committees make possible.

After starting the evening off with a ruthless attack on IBT Vice President Tom Gilmartin (who was unable to attend the meeting) Tusino threw more kindling onto his smokescreen of excuses, blaming everyone from Ron Carey to the employer trustees to his own secretary for his own inability to get a decent 25-and-out and keep the membership informed and involved in the process.

Over a dozen rank and file Teamsters got to the microphone to remind Tusino that he represents *them*, not the employers, and his job is to fight for the 25-and-out benefits the members earned and the fund can afford. Hundreds of petition signatures were presented requesting Tusino's resignation. Local 25 President George Cash-

man echoed the views of the rank and file, telling Tusino that he had failed to respond to the needs of the members and it is time for him to go.

Jim Jacob, TDU freight activist in Providence, R.I., Local 251 told us, "We've worked hard to earn a 25-and-out pension. The money's there and we deserve it. Ernie can make all the excuses he wants, but the bottom line is he failed. And, really, it comes down to a bigger question: when will we have pension trustees who are accountable to the membership?"

Tusino and the other union trustees are supposed to represent the interests of the members but often they seem more interested in protecting the employers than providing decent benefits to hard-working Teamsters. They get away with it because they are accountable to no one but themselves. When they're failing at their job or getting too cozy with the employers the rank and file have no other recourse than direct actions like petition drives and demonstrations rather than the simple right to vote.

The Carey administration recognizes this problem and is working to find a more democratic process for selecting pension trustees. That won't happen though without continued pressure from the rank and file for pension reform now. It's an issue we'll hear about in the upcoming delegate and International officer elections and one we'll take to the 1996 IBT Convention.

Hogan Under Investigation

Billy Hogan Jr., Chicago JC 25 president and candidate for IBT secretary-treasurer on the Hoffa-Hogan ticket, is being investigated in connection with a movie industry deal that is possibly under organized crime control.

Hogan Junior inherited Local 714, which includes Teamsters in the movie industry, from his father Billy Sr., and runs it as a family business with his brother James and his son Robert.

In June Chicago Mayor Richard Daley killed a \$5.5 million loan to finance a movie studio called MovieWorks, after the deal came under investigation for mob ties. Principals in the MovieWorks deal included former UPS executive James Ewing, William and Salvatore "Sam" Galioto, and

James Hogan III. William Galioto is the brother-in-law of convicted mafia boss James Marcello; James Hogan III is the cousin of Billy Hogan Jr.

Mayor Daley killed the deal after he was provided with a report by the FBI, just one day after groundbreaking for the project.

So the Hogan family is involved in both the union and corporate end of moviemaking. In response to questions, Hogan's attorney stated that the movie corporations have "excellent" relations with Hogan, and "the industry will rally to support him."

The IBT Ethical Practices Committee has reportedly written to Hogan asking him to answer questions about the matter.

California JC 7, Yellow Freight

Mack Fails Unity Test

Bob Mattingly
Local 896, retired
Oakland, Calif.

Yellow Freight members in Chuck Mack's Local 70 voted in June on a company proposal to allow up to 30 percent of the workers to be assigned to a 10-hour day and a 4-day week. Half of the assigned workers could also be assigned to a split work week. The proposal was accepted by a three-vote majority. The same proposal was unanimously rejected by Local 315's Yellow Freight members. Local 287 has not voted.

Four-day work weeks and split work weeks are allowed by the National Master Freight Contract and the Western States Agreement. So Mack isn't plowing any new ground when he recommends his members to allow Yellow to whittle down Joint Council 7's superior standards. Some members and officers who want to keep the past

gains are not buying Mack's line. But the officers also have a related but different beef with Mack.

These officers are steaming because they and Mack had been meeting on the Yellow Freight proposal. The plan was to come to a consensus and present the company with a united union front so that Yellow couldn't whipsaw the individual locals. But Mack went off on his own, leaving the other locals and their members in the lurch.

Now the locals face the choice of caving in or seeing Yellow transfer work to Local 70's jurisdiction.

Above and beyond the issue of 10-hour days and split work weeks are the matters of unionism and leadership. The bedrock of unionism is solidarity—a leadership that doesn't promote the widest possible labor unity is failing its job and undermining the union movement that all officers pledged to defend and strengthen.

88 Percent of Income for Officers!

Arkansas-Oklahoma Conference Abolished

In June the charter of the Arkansas-Oklahoma Conference was revoked, after a motion to that effect was made by Teamster President Ron Carey. As the General Executive Board was set to vote on the motion, the conference leaders agreed to the dissolution.

Carey's investigation leading to the action revealed that from 1990 through 1994, the conference had a total income of \$499,000 and spent \$441,000 (or 88 percent) of it on salaries and benefits for the Policy Committee members and a secretary. Perks in addition to the multiple salaries included a severance bonus of \$20,000, a life insurance policy that they could cash out, and a Christmas bonus. The conference made special assessments on the locals to cover the retirement bonuses.

Carey concluded that "the con-

ference performed virtually no functions that benefitted the affiliated local unions or their members." Carey claimed that it represented a "useless layer of bureaucracy" and a "significant drain on the financial resources" of the locals that could be better used on organizing, bargaining and education of members.

Little Rock, Ark., Local 878 and Oklahoma City Local 886, the largest two locals, were forced to pay over \$5,000 a month between them to this old guard structure.

One GEB member told us that the case for revoking the charter of the conference was so strong that the officials who were milking it simply gave up without a fight. We have not heard a peep yet out of Junior Hoffa or other old guard officials about this move to cut multiple salaries.

Carhaulers Target GM and Ryder

The "smart strategy" and the corporate campaign efforts being carried out by the International union must be working. Certainly carhaul management is doing enough complaining and generating enough propaganda for us.

Members at several locals around the country are leafletting Ryder truck rental facilities, as was done during the last negotiations in 1992, while others are handbilling the largest GM dealerships. The leaflets are being handed out in front of large volume GM dealerships to target consumers and

expose how GM has teamed up with the carhaul companies in an effort to shift deliveries to their non-Teamster double-breasted carriers.

The handbill, which depicts King Kong atop the Empire State Building holding a car in each hand asks the question: "Why is GM promoting 'nontraditional' delivery of cars to dealerships?" On the reverse side of the flyer is the answer: "To screw their customers and the skilled Teamsters who deliver the cars."

The companies have appealed to many local officials not to get involved in the campaign. But some locals are involved.

"Here in Phoenix we have three of the top 25 GM dealerships in the nation," said Howard Burgan, president of Local 104. "We're leafletting at the largest in Phoenix, Lund Cadillac, and the response is terrific! We approach customers and watch some turn right around and drive back out. The salesmen have come out and begged us to stop. The owner has even threatened to have us arrested, but of course we have a legal right to inform the public about

GM's attack on good jobs in this country."

Local 104 has over 60 carhaul Teamsters employed at Hadley, Ryder and PMT. Burgan and other local officers have expressed concern that more carhaulers should get involved in the effort to make it stronger.

"Our leafletting is directed at GM and not the dealerships," said Mark Marineau, a carhauler with Cassens and a member of Local 299 in Detroit.

Time for Employers to Wake Up

Ben Grinley
Local 120, Ryder
Minneapolis

Our carhaul contract ballots have been mailed, and unless the employers give in on their ridiculous demands a carhaul strike is very possible.

The employers' propaganda machine produces videotapes, faxes, flyers, letters and newsletters telling us that their offer is a good one and that our union is lying to us when they tell

TDU Steering Committee

Rank & File Convention Shapes Up

Oct. 13-15, 1995, will be a crucial weekend in the upcoming campaign in the Teamsters union. That's the date of the TDU Rank & File Convention in St. Louis.

The TDU International Steering Committee (ISC) met in Detroit in June and began to plan the convention, which will draw Teamster leaders and concerned members from across North America.

Speakers have been invited and sessions are being planned. Some thirty different workshops will be offered; workshop topics are still in the planning stage. Input from TDU members and other Teamsters is welcome.

The ISC, which is the elected governing body of TDU, also discussed the campaign for IBT convention delegates, and for IBT officers. TDU leaders have urged Carey to announce his candidacy and launch a vigorous campaign among rank and file Teamsters.

The reason is that Junior Hoffa is campaigning full time, with backing from many old guard officials. They are using union members' funds to campaign, and even attempting to intimidate members who campaign for reform.

The Election Officer has already issued decisions against Hoffa-aligned officials for retaliating against reform members. One Teamster who won an important decision against such retaliation is Chuck Crawley of Houston Local 988, a member of the TDU Steering Committee. In that case Local 988 president Richard Hammond and IBT vice president Gene Giacumbo were found guilty. (See article page 8.)

The TDU leaders also took up a number of other issues, including team concept programs by employers, the carhaul contract struggle, the need for grievance reform in freight, the upcoming September Teamster Civil Rights Conference in Washington,

"Leafletting the key GM dealerships lets the public know that our future and our families are under attack. How many more good jobs will be lost in this country if we don't draw the line now? Who's going to stop GM and the big carhaul carriers from shifting our work to a lower-paid, unskilled work force if not us?"

To find out how you can get involved contact your local union or call TDU at (313) 842-2600.

us how bad the employers' proposals are.

I can't speak for everyone at my terminal, but no one I know believes the employers' propaganda.

Hello, employers. You have failed to persuade carhaulers that your offers are fair because you underestimated our intelligence and fed us disinformation instead of negotiating in good faith. Stop your union-busting campaign and start negotiating now.

D.C., and more.

Also on the agenda was the need to recruit Teamsters who support reform to join TDU, to "become part of the winning team."

The next ISC meeting will be in August. Membership input on ideas for the October TDU Convention is welcome, as are ideas on the campaign, and on building TDU. Also under consideration is the site for the 1996 TDU Convention.

Carhaul Teamsters

Your ballot must be received by the International by **Friday, July 28**, with the count shortly thereafter.

Vote NO on both the Master Agreement and supplement.

A strong NO vote is needed to send a message to the employers that we are united for a good contract!

GEB Orders New Election in Local 651

The General Executive Board of the IBT voted on June 27 to order a new election in Lexington, Ky., Local 651, overruling an earlier decision by Joint Council 94. The previous election, held on Oct. 24, 1994, had been challenged by Paul Tuggle who led a slate of challengers against a slate headed by incumbent Gerald Durr.

The decision to hold a new election was based on several election violations, including:

An official of the Kentucky Department of Labor, picked by the incumbent executive board to supervise mail-in balloting, removed ballots from a post office box, in violation of the rules set by the board, on 11 occasions.

Lotteries were conducted at two work sites in which marked ballots were traded for the chance to win cash prizes.

Supporters of the incumbent slate

used various subterfuges to maintain physical control of the parking lot of the union hall, denying supporters of the challenging slate equal access for campaign purposes to the area around the hall for several days during which walk-in ballots were being cast.

Members of Local 651 are requesting that General President Carey order a mail-in ballot in the new election, rather than the combination of walk-ins and mail-ins used last time. Supporters of the Paul Tuggle Slate have collected over 200 signatures on a petition requesting this. Carey has appointed Ken Hall, president of Charleston, W.Va., Local 175 as his personal representative to supervise the new election.



The Union Label

Kroger tractors and trailers are starting to bear the emblems of Teamster pride. Large decals of the Teamster horsehead logo are being placed on Kroger trucks, as negotiated in the last National Master Kroger contract.

Atlanta Local 528 was the first local to put the logos on the trucks.

Local 104 in Phoenix negotiated the same arrangement with Fleming Foods.

Coors Employees to Vote on Teamster Representation

Representatives from Coors and the Teamsters union scheduled a union election at the Coors Shenandoah Valley blending and bottling plant for July 26 and 27, 1995. The union recognition election, by mutual agreement, will be conducted at the plant by a neutral third party.

A large majority of the 238 workers at the Coors plant in Elkton, Va., have signed cards asking for representation by the Teamsters due to favoritism and recent cuts in health benefits and time off.

In 1988, Coors signed an agreement with the Teamsters on conducting expedited union elections in order to end an effective nationwide boycott of their product. The Teamsters currently represent over 350 Coors workers in Memphis, Tenn.



I'll Be There

Danny G. Campbell
Local 2000, Northwest Airlines
Detroit

As a member of Local 2000, I have witnessed first hand the detrimental effects of a non-democratic union. Northwest Airlines flight attendants have fought hard for respect and recognition in the workplace as well as in the union. Many of us have joined forces with TDU to gain the knowledge and direction necessary to bring about a long overdue movement in our local.

If you believe that labor unions equal the people, I'll see you at the convention.

LETTERS FROM OUR MEMBERS

Keep Ourselves Informed to Protect Reform Movement

Since the freight strike, I have been deep in thought as to what really happened. Why is it, at a time when we should have negotiated the best contract ever, after 24 days on the picket line, we had to settle for something we were not completely satisfied with? The way I see it, we, the rank and file, and the leadership (Ron Carey and the General Executive Board) were united. The people against us were our normal adversaries: the trucking industry and, of course, those who opposed Carey's reforms.

They are the ones who, in the second week of the strike, were trying to embarrass Carey by protesting against him in front of the International, where he was in the process of negotiating one of the most important contracts ever.

Now these same people are out there saying that Carey negotiated a bad contract. Do they think we believe them after watching them on national television demonstrating against Carey? They must think the rank and file are really ignorant.

We have to make sure that these officials are out of office and never elected to represent us again. In the 26 years I've been in this industry, I've always tried to work within the system, hoping that some day they would see the light and reform this great union. Now I realize that this is just a dream.

That is why I decided to attend the 1994 TDU Convention, where I became a member. TDU is playing a big role in reforming our union.

At the convention, I realized that the reform movement will not be stopped by the old guard, the "Real

Teamsters" or whatever they disguise themselves as. I met many members and, to my surprise, union officials, which made me realize we have many representatives out there who really care about the future of our union.

I attended many workshops, and learned many facts about our union. Our former International leadership, and some still in local leadership, had made it impossible for the rank and file to learn about our union.

Join me in this battle by keeping ourselves and others well informed so that the old guard will not be able to fool the members.

Harry Gonzalez
Local 641, Yellow Freight
Elizabeth, N.J.

Information to Overnite Drivers

I am a local driver for Overnite in Rockaway, N.J. Here in Rockaway we won our right for Teamster representation on March 31 and I am eager to keep our enthusiasm going.

I think information is very important, so I look forward to distributing TDU info on the job. Please do not hesitate to send any other information that would be useful to our cause.

Nick Malooly
Local 560, Overnite
Rockaway, N.J.

UPS Sick Days

We need to negotiate for at least five sick days a year in our next UPS contract.

We work hard and need days to get well or just heal up from the physical beating of delivering packages for a living.

John Henley
Local 20, UPS
Sandusky, Ohio



Kalamazoo, Mich., Reformers Sponsor Pig Roast

Kicking off their campaign with a Pig Roast fundraiser are (pictured left to right) Andy Meulman, Bill Lloyd, John Anglin, Dave Pallett and Tony Roschek. These Local 7 members intend to run as Ron Carey delegates and for local union office in the upcoming elections this fall. Carey delegates swept all seven delegate and alternate positions in 1991. These reformers also won a bylaws campaign earlier this year calling for mail-ballot, supervised elections.

Order CONVOY DISPATCH by the Bundle

Convoy Dispatch is a great source of news, and TDU's best recruiter. Want to help keep other Teamsters informed and build TDU? Order a bundle to distribute each issue.

Bundles are sent each issue. Prices per issue:

☐ \$3 for 10 ☐ \$5 for 20 ☐ \$8 for 50 ☐ \$12 for 100

Name _____ Local _____

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Return to: TDU, Box 10128, Detroit, Mich. 48210

Local 470 President Responds

In response to your editorial "Real Teamsters Caucus Funds, Goals," in the June/July issue of *Convoy Dispatch*, I have sent you a copy of my response to IBT Vice President Tom Gilmartin, Jr., who listed Local 470 as using union funds to support James Hoffa Jr., and/or the Real Teamsters Caucus. This local union was audited by IBT auditor Richard Cox just two months ago, who found no evidence of any misuse of union funds by this administration.

Also in the same June/July issue on page 10, "Bylaws Fight for Elected Stewards Ends in Draw," I would like to give you the true facts of this meeting. First, I have **never** allowed absentee ballots in any proposed changes to the bylaws as stated in your article. Secondly, Secretary-Treasurer Thomas Hummel was trying to get the members who were standing in the rear of the room talking to take a seat so that the meeting could begin as scheduled and was not trying to intimidate anyone from voting as that part of the meeting was still 30 minutes away.

Also the calling for a division of the house was suggested by Preston drivers Charles Sgrillo and Tom Brown and I agreed to their requests.

Joseph J. Sullivan
Local 470 president
Philadelphia

Editors note: Regarding the use of Local 470 dues money to fund the old guard's Real Teamsters Caucus, our information was taken directly from a report dated May 3, 1995 and signed by the attorney for the Real Teamsters Caucus.

As for allegations about the methods used by the leadership to defeat the bylaws proposal to allow members to elect their stewards, let the members be the judge.

MOVING?

Be sure to notify TDU of any change of address. Otherwise you will not receive your *Convoy Dispatch*, as it is sent third class and will not be forwarded.

TDU Meets

ARIZONA

Saturday, Aug. 19
1 p.m.
9043 N. 36 Dr., Phoenix

ATLANTA

Second Saturday each month.
7:30 p.m.
John C. Birdine Community Center
215 Lakewood Way S.E.

EAST BAY, CALIF.

Saturday, Aug. 12
10 a.m.
Call (510) 653-3865 for information.

EASTERN MASS./R.I.

Sunday, Aug. 20
10 a.m.
TDU Picnic
North Attleboro YMCA
Call (508) 697-3431 for information.

GATEWAY CHAPTER

Sunday, Aug. 6
Noon
Crusoe's Restaurant
3152 Osceola (at Compton)
St. Louis

LINCOLN LAND TDU

Friday, Aug. 18
7 p.m.
Parkers Sports Bar
2801 Peoria Rd.
Springfield, Ill.

MINNESOTA CHAPTER

Sunday, Sept. 17
1:30 p.m.
Broadway Pizza
W. Broadway & River Rd.
Minneapolis

SOUTHERN CALIFORNIA

Sunday, Aug. 6
10 a.m.
VFW Hall
101 S. Main St.,
Pomona, Calif.

STOCKTON

Saturday, Aug. 12
9 a.m.
2633 Togninali Lane
Stockton, Calif.

YOUNGSTOWN, OHIO

Northern Ohio/Western Pa.
Delegates Seminar
Saturday, Aug. 12
2 p.m.
I.O.O.F. Hall
14 S. Main St.
Hubbard, Ohio

THE FUTURE OF OUR UNION IS UP TO US

**20th
Annual**

TDU Rank & File Convention Oct. 13-15 Henry VIII Hotel St. Louis

Our union is at a crossroads, and its future is up to us. Will we move forward with the course of reform that we began in 1991, or will we return to the dark ages before the Right to Vote? Much is at stake, and our course of action from now until the end of 1996 will make a big difference.

If you are concerned about the future of our union, plan now to attend the TDU Rank & File Convention in St. Louis, where Teamsters from across the continent will make plans for the crucial time ahead.

At the convention we will hear from candidates and plan for the 1996 IBT Convention.

We will hold many educational workshops on topics including your legal rights, running for delegate, dealing with Team Concept, using the grievance procedure, and more.

We will build networks, socialize, hear from leaders of the union movement, and revitalize ourselves for the year ahead.

Questions? Call TDU at (313) 842-2600.

REGISTER NOW!

Convention Information

PLACE: Henry VIII Hotel, 4690 N. Lindbergh, St. Louis. All sessions will take place in the hotel.

The hotel is located five minutes from Lambert International Airport.

Hotel features include jogging trail, sauna, whirlpool and indoor swimming pool. Shuttle service is available to nearby attractions. All guest rooms include refrigerators.

Use the form at right to reserve guest rooms through TDU at our special group rate.

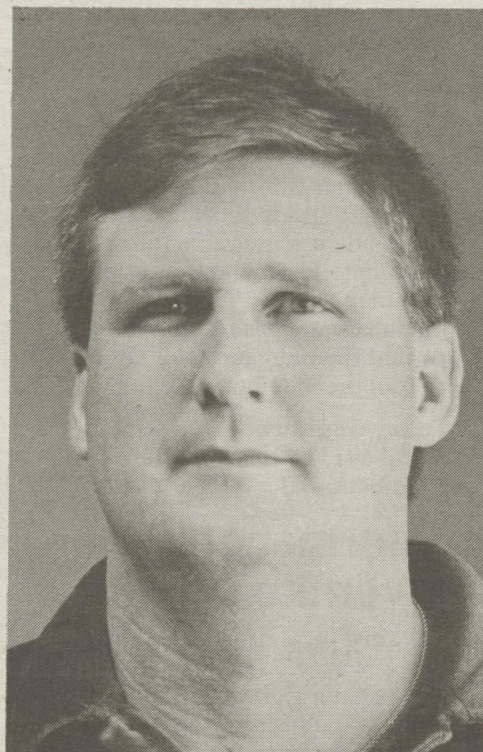
TIME: The convention will begin at 1 p.m. on Friday, Oct. 13 and close at 3 p.m. on Sunday.

TRANSPORTATION: Free 24-hour shuttle service between the airport and Henry VIII Hotel. Follow signs to ground transportation and use Henry VIII courtesy phone to call for pick up.

If driving, the hotel is located on Lindbergh (U.S. 67), one-half mile north of I-70 and one mile south of I-270. Ample free parking.

CHILDCARE will be arranged if needed for a small fee, but you must contact the TDU office no later than Sept. 25.

QUESTIONS? Call TDU at (313) 842-2600.



I'll Be There

Darryl Connell
Local 200 organizer
Milwaukee

**Rank and file delegate to the
1991 IBT Convention**

It's important that everyone make it to the 1995 TDU Convention. In 1991 we made history. We started to move this union in the right direction. But the job is far from done. Let's finish what we started.

Last time they tried to tell us it couldn't be done. They said TDU was "too dumb to understand." But look at what we did. We have the experience and we've done it. We're not a minority any more.

Being a delegate to the IBT Convention is about having a voice in your union. And it is **our** union, but only if we participate in it, now more than ever.

The TDU Convention is the place to start finishiking the job. Not one step back!

TDU Rank & File Convention, Oct. 13-15

REGISTER NOW!

Postmark your registration no later than Sept. 25 and receive \$10 discount (\$5 if for one day). See below for travel discounts that may also apply.

CONVENTION REGISTRATION

Includes cost of all convention materials, meeting space, coffee breaks, meals and Saturday banquet and program (cash bar extra).

HOUSING

Reserve rooms through TDU at special group rate. All rooms \$67 per night (tax included), either single or double. If sharing cost of room, please indicate other party.

MEMBERSHIP

If not a member of TDU, join today. Membership includes subscription to *Convoy Dispatch*.

DISCOUNTS

Early registration and travel discounts for Teamsters and spouses. Enclose full payment or 50% deposit to receive early registration discount.

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Phone _____ Company _____

If registering for others please include same info.

of people

Fri., Sat. & Sun. \$150 x _____ = _____

Sat. & Sun. \$105 x _____ = _____

Sat. only \$75 x _____ = _____

Total Registration Cost = _____

___ Single room

___ Double room (with _____)

☐ Thurs. ☐ Fri. ☐ Sat. ☐ Sun.

of nights _____ x \$67 = **Housing Cost = _____**

☐ \$35—one year membership

☐ \$85—three year membership

☐ \$20—spouses, retirees and Teamsters
grossing less than \$17,000 per year

Membership cost = _____

TOTAL COSTS = _____

___ \$10 if postmarked by Sept. 25 (\$5 if one day)

___ \$10 travel over 500 miles one way

___ \$20 travel over 800 miles one way

Total discount = _____

Cost minus discounts = _____

AMOUNT ENCLOSED = _____

BALANCE DUE = _____

Visa/Mastercard # _____ Exp. date _____/_____/_____

Signature _____

TDU invites all Teamsters interested in defending our contracts and reforming our union to join us and attend the convention. We do reserve the right to exclude those who are opposed to TDU and its principles.

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210